Journal of Organizational Behavior

ISSN 0894–3796 JORBEJ 22 1-962 (2001)

CONTENTS

Volume 22, Issue Nos 1–8

FEBRUARY 2001 VOLUME 22 NUMBER 1

EDITORIAL

1 Location, Location, Location: Contextualizing Organizational Research:
Denise M. Rousseau and Yitzhak Fried

15 Effects of an Absenteeism Feedback Intervention on Employee Absence Behavior
Alice P. Gaudine and Alan M. Saks

COMMENTARY

31 In Praise of Context
Gary Johns

43 Big-B Versus Big-O: What is Organizational About Organizational Behavior?
Chip Heath and Sim B. Sitkin

59 International Collaboration in Organizational Behavior Research
Mark F. Peterson

83 How Competitiveness Affects Individuals and Groups Within Organizations
Harvey Kahalas

MARCH 2001 VOLUME 22 SPECIAL ISSUE

Shared Cognition

87 Special Issue Preface
Eduardo Salas and Janis A. Cannon-Bowers

89 Team Mental Models in a Team Knowledge Framework: Expanding Theory and Measurement Across Disciplinary Boundaries
Susan Mohammed and Brad C. Dumville

107 Why Do 'Great Minds' Think Alike?: Antecedents of Team Member Schema Agreement
Joan R. Rentsch and Richard J. Klimoski

121 From Knowledge Accumulation to Accomodation: Cycles of Collective Cognition in Work Groups
Cristina B. Gibson

135 Cognitive Divergence and Shared Mental Models in Software Development Project Teams
Laurie L. Levesque, Jeanne M. Wilson and Douglas R. Wholey

145 Shared Cognition in Top Management Teams: Implications for New Venture Performance
Michael D. Ensley and Craig L. Pearce

161 Confronting Failure: Antecedents and Consequences of Shared Beliefs About Failure in Organizational Work Groups
Mark D. Cannon and Amy C. Edmondson

179 Measuring Teamwork Mental Models to Support Training Needs Assessment, Development and Evaluation: Two Empirical Studies
Kimberly A. Smith-Jentsch, Gwendolyn E. Campbell, Dana M. Milanovich and Angelique M. Reynolds

195 Reflections on Shared Cognition
Janis A. Cannon-Bowers and Eduardo Salas

MAY 2001 VOLUME 22 NUMBER 3

203 Assessors and Use of Assessment Centre Dimensions: A Fresh Look at a Troubling Issue
Filip Lievens

223 Constellations and Careers: Toward Understanding the Effects of Multiple Developmental Relationships
Monica C. Higgins and David A. Thomas

249 Recipient and Observer Reactions to Discipline: Are Managers Experiencing Wishful Thinking?
Leanne E. Atwater, David A. Waldman, James A. Carey and Priscilla Cartier

271 The Predictive and Interactive Effects of Equity Sensitivity in Teamwork-Orientated Organizations
Mark N. Bing and Susan M. Burroughs

291 The Effect of Distal Learning, Outcome, and Proximal Goals on a Moderately Complex Task
Gerard H. Seijts and Gary P. Latham

309 Managing Relationship Conflict and the Effectiveness of Organizational Teams
Carsten K. W. De Dreu and Annelies E. M. Van Vianen

329 The Role of Affective Traits and Affective States in Disputants' Motivation and Behaviour During Episodes of Organizational Conflict
Jonathan A. Rhoades, Josh Arnold and Clifford Jay

JUNE 2001 VOLUME 22 NUMBER 4

347 Discriminating Among Organizational Politics, Justice, and Support
Martha C. Andrews and K. Michele Kacmar

367 Design Conditions for Learning in Community Service Contexts
Caroline A. Bartel, Richard Saavedra and Linn Van Dyne

387 A Multiple Motive Perspective on Strike Propensities
James E. Martin and Robert R. Sinclair

409 Brain Drain in Declining Organizations: Toward a Research Agenda
Zehava Rosenblatt and Zachary Sheaffer

425 Social Support, Group Consensus and Stressor-Strain Relationships: Social Context Matters
Paul Bliese and Thomas W. Britt

437 A Multi-Rater Assessment of Organizational Commitment: Are Self-Report Measures Biased?
Richard D. Goffin and Ian R. Gellatly

453 Situational Constraints on the Achievement – Performance Relationship: A Service Sector Study
Cheryl L. Adkins and Stefanie E. Naumann

AUGUST 2001 VOLUME 22 NUMBER 5

467 Job Insecurity and Crossover of Burnout in Married Couples
Mina Westman, Dalia Etzion and Esti Danon

483 Job Satisfaction: A Meta-Analysis of Stabilites
Christian Dormann and Dieter Zapf

505 The Interactive Effects of Procedural Justice and Exchange Ideology on Supervisor-Rated Commitment
L. A. Witt, K. Michele Kacmar and Martha C. Andrews

517 Work Status and Organizational Citizenship Behavior: A Field Study of Restaurant Employees
Christina L. Stamper and Linn Van Dyne

537 Job Satisfaction and Teamwork: The Role of Supervisor Support
Mark A. Griffin, Malcolm G. Patterson and Michael A. West

551 Type of Employment, Work-Family Conflict and Well-Being: A Comparative Study
Saroj Parasuraman and Claire A. Simmers

569 To Vote or Not to Vote: Abstaining from Voting in Union Representation Elections
C. Gail Hepburn and Julian Barling

593 Book Reviews

SEPTEMBER 2001 VOLUME 22 NUMBER 6

595 Changing Careers: The Effects of Social Context
Monica C. Higgins

619 Attachment, Decay, and Social Network
Ronald S. Burt

645 A Theory–Based Measure of Conflict Management Strategies in the Workplace
Carsten K. W. De Dreu, Arne Evers, Bianca Beersma, Esther S. Kluwer and Aukje Nauta

669 Antecedents and Consequences of Basic Versus Career Enrichment Benefit Satisfaction
Gary Blau, Kimberly Merriman, Donna Surges Tatum and Sally V. Rudmann

689 Sex Proportion and Performance Evaluation Among High–Ranking Military Officers
Asya Pazy and Israela Oron

703 Perceptions of Executive Pay: Does Pay Enhance a Leader's Aura?
Janice S. Miller and Robert M. Wiseman

713 Book Reviews

NOVEMBER 2001 VOLUME 22 NUMBER 7

717 How Work Ideologies Shape the Psychological Contracts of Professional Employees: Doctors' Responses to Perceived Breach
J. Stuart Bunderson

743 Customer Perceptions of Justice in Service Transactions: The Effects of Strong and Weak Ties
Robert L. Holbrook Jr. and Carol T. Kulick

759 A Theoretical and Empirical Extension to the Transformational Leadership Construct
Vicki L. Goodwin, J. C. Wofford and J. Lee Whittington

775 Evaluation of 360 Degree Feedback Ratings: Relationships with Each Other and with Performance and Selection Predictors
Terry A. Beehr, Lana Ivanitskaya, Curtiss P. Hansen, Dmitry Erofeev and David M. Gudanowski

789 Me and Us: Differential Relationships Among Goal-Setting Training, Efficacy and Effectiveness at the Individual and Team Level
Cristina B. Gibson

809 Book Review

DECEMBER 2001 VOLUME 22 NUMBER 8

813 EDITORIAL
Denise M. Rousseau

815 Do National Levels of Individualism and Internal Locus of Control Relate to Well-Being: An Ecological Level International Study
Paul E. Spector, Cary L. Cooper, Juan I. Sanchez, Michael O'Driscoll, Kate Sparks, Peggy Bernin, Andre Büssing, Phil Dewe, Peter Hart, Luo Lu, Karen Miller, Lucio Flavio Renault De Moraes, Gabrielle M. Ostrognay, Milan Pagon, Horea Pitariu, Steven Poelmans, Phani Radhakrishnan, Vesselina Russinova, Vladimir Salamatov, Jesus Salgado, Satoru Shima, Oi Ling Siu, Jean Benjamin Stora, Mare Teichmann, Töres Theorell, Peter Vlerick, Mina Westman, Maria Widerszal-Bazyl, Paul Wong and Shanfa Yu

833 Re-thinking Burnout
Iain L. Densten

849 Explaining the Effects of Transformational Leadership: An Investigation of the Effects of Higher-Order Motives in Multilevel Marketing Organizations
John R. Sparks and Joseph A. Schenk

871 Designing Effective Diversity Training: Influence of Group Composition and Trainee Experience
Loriann Roberson, Carol T. Kulik and Molly B. Pepper

887 Mental Health Outcomes of Job Stress Among Chinese Teachers: Role of Stress Resource Factors and Burnout
Catherine So-kum Tang, Wing-tung Au, Ralf Schwarzer and Gerdamarie Schmitz

903 Team Reward Attitude: Construct Development and Initial Validation
Jason D. Shaw, Michelle K. Duffy and Eric M. Stark

919 Multi-wave, Multi-variable Models of Job Insecurity: Applying Different Scales in Studying the Stability of Job Insecurity
Saija Mauno, Esko Leskinen and Ulla Kinnunen

939 The Good Soldier: Who is S(He)?
Deborah L. Kidder and Judi McLean Parks

961 Acknowledgement of Reviewers 2001

963 Author Index

v Volume Contents